

Bulletin

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Cost-paring budget gets Planning & Resources Committee's approval

The Report of the Budget Committee for 1978-79, recommending budget reductions for most divisions in the University was approved at a meeting of the Planning & Resources Committee Feb. 27. (The report was printed in full in last week's special edition of the *Bulletin*.)

The Planning & Resources Committee was taken through the contents of the budget by Vice-President and Provost D.A. Chant and Harry Eastman, vice-president, research and planning. The budget's major feature was the recommendation that academic and non-academic divisions of the University reduce their levels of proposed expenditures by three and five percent respectively.

There were some notable exceptions. It was recommended that the Faculty of Education reduce its proposed expenditure by five, rather than three, percent because of what Professor Eastman called the "sudden decline in demand" for the faculty's services. However, the faculty, along with many others, was allocated additions and add-backs to its base budget to allow for program initiatives and development.

Separate funds were also allocated to each division to offset the effects of inflation, and a \$400,000 fund was recommended for necessary equipment purchase and replacement.

One key area saved from budget reduction was the Office of Admissions. Due to declining enrolment and accompanying loss of income, the Budget Committee decided to increase the admissions budget by \$84,888. The addition will enable the office to implement a "no deadline" policy for submission of applications, maintain longer hours at the enquiry desk, and respond to applications promptly.

Some other exceptions to the general rule of reductions were the Faculty of Pharmacy and the School of Architecture, whose base budgets were increased.

Noting the effects of inflation on the University's library collection, and the decline in value of the Canadian dollar

in foreign markets, the Budget Committee recommended \$400,000 be added to the library acquisitions budget, although the library will still have to make major reductions in other areas.

Effects of reductions are going to be felt in almost every area in the

Continued on Page 3

Landed immigrants policy for dentistry admissions referred back

A revised admissions policy making it impossible for foreign students to enrol in the Faculty of Dentistry without landed immigrant status was referred back to the Subcommittee on Admissions and Awards by the Academic Affairs Committee on Feb. 23 — even though, as Professor George Reid, chairman of the subcommittee pointed out, the wording of the policy was exactly the same as the committee had approved for use by the Faculty of Pharmacy last fall.

Engineering Dean Bernard Etkin, Professor Michael Marrus, Professor Maurice Lister, and Valerie Pugh, were among the members who objected to a policy statement that "applicants who are resident in Canada with a 'student visa' status will not normally be considered for admission until such time as 'landed immigrant' status is achieved".

Dean Etkin pointed out that a person with a student visa must return to his country of origin before being eligible to apply for landed immigrant status; Prof. Marrus commented that the policy was intended to discourage Americans from applying, since their own country is well supplied with schools of dentistry, though competition for admission is fierce; Prof. Lister said the wording of the policy was confusing and could discourage applicants from developing countries — though that was not the faculty's intent; and Valerie Pugh said the committee should not compound its error, made in the case of the Faculty of Pharmacy, by allowing unsatisfactory wording to be approved again.

In other matters, the committee approved a request from the Faculty of Forestry & Landscape Architecture to change its admission requirements from "two mathematics, one of which must be calculus" to "Grade 13 calculus and either relations and functions, or algebra".

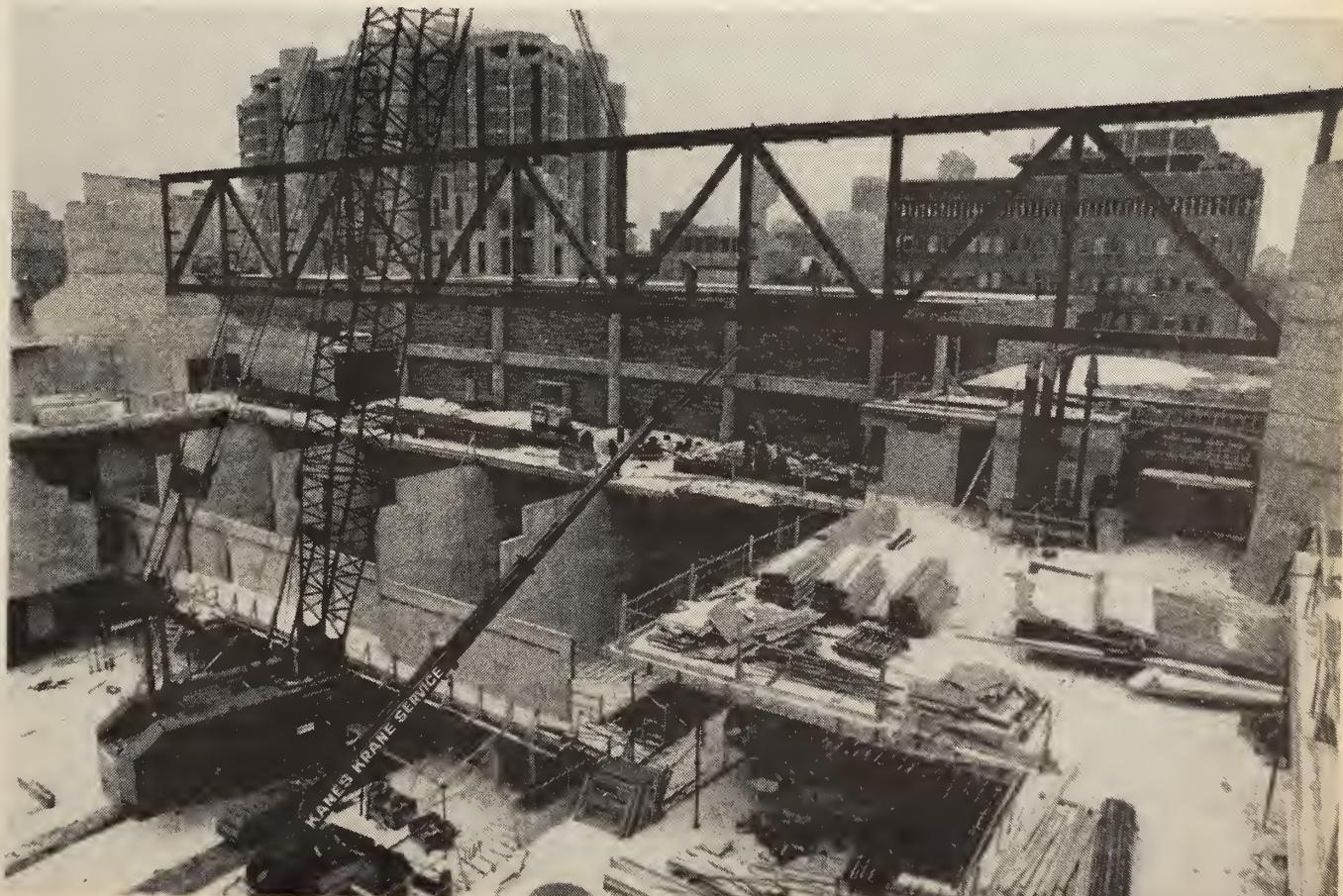
Approval was also given to the Faculty of Nursing's annual curriculum report for 1978-79, to the Faculty of Forestry's request for exemption from the grading practices policy, to a proposal that the name of the Department of Hispanic Studies be changed to the Department of Spanish and Portuguese, and to a proposal that the name of the Faculty of Medicine's Diploma in Medical Radiology (Therapeutic) be changed to Diploma in Radiation Oncology.

Robert Burch, a PhD candidate in philosophy, was approved to replace Connie Sharp as a co-opted graduate student member of the committee.

As reported in the *Bulletin* of Feb. 27 the committee also unanimously approved a resolution urging the Faculty of Arts & Science to implement policies and programs designed to ensure that all graduates of the faculty "be able at least to read the two national languages".

At its next meeting, on March 9, the Academic Affairs Committee will be discussing the report of the special presidential committee on promotions policies.

50 tons of steel in one fell swoop



Four enormous structural steel trusses will hold up the roof of the field house in the new athletic facility under construction at Spadina and Harbord — without benefit of intermediary columns. The first of them, which weighs 50 tons and is 180 feet long and 22 feet deep, was swung into place on Feb. 28 by a 200-ton-capacity crane.

Job Openings

Below is a partial list of job openings at the University. Interested applicants should read the Promotional Opportunity postings on their staff bulletin boards, or telephone the personnel office for further information. The number in brackets following the name of the department in the list indicates the personnel officer responsible. Please call: (1) Sylvia Holland, 978-6470; (2) Penny Tai-Pow, 978-5468; (3) Manfred Wewers, 978-4834; (4) Ann Sarsfield, 978-2112; (5) Beverley Chennell, 978-7308.

Clerk Typist II (\$7,430 — 8,740 — 10,050)
Fine Art (1), Graduate Studies (2), Purchasing (5)

Clerk III (\$8,180 — 9,620 — 11,070)
Housing Service (4)

Clerk Typist III (\$8,180 — 9,620 — 11,070)
Faculty of Education (1), Psychology (1), Industrial Engineering (5)

Secretary I (\$8,180 — 9,620 — 11,070)
Sociology (1), Press (2)

Secretary IV (\$11,010 — 12,960 — 14,900)
Vice-President, Business Affairs (5)

Laboratory Assistant II (\$7,430 — 8,740 — 10,050)
Psychology (1)

Laboratory Technician II (\$11,010 — 12,960 — 14,900)
Radiological Research Labs (4), Pathology (4), Medicine (4)

Laboratory Technical III (\$12,160 — 14,310 — 16,450)
Pathology (4)

Research Officer (\$12,160 — 14,310 — 16,450)
Nutrition and Food Science (4)

Manager, Blind Duck Pub (\$200 per week)
Erindale College (3)

134 buildings later

Frank Hastie, former physical plant director, retires to a life in the country

After a career that included overseeing 134 University building projects, Frank J. Hastie is adjusting to retirement by doing more of the same.

The one-time director of physical plant is currently supervising the restoration and renovation of a century old stone house in Fergus.

"I didn't particularly want to retire in Toronto," he says. "There's nothing there for me now that I'm not working. I'm not one for theatre-going or city night-life. My interests are gardening and making furniture. I can do these things here where, for half the taxes, we have twice the property we could have bought in Toronto."

Born in Edmonton Jan. 3, 1913, Frank Hastie was director of physical plant and taught in the electrical engineering department at the University of Alberta before coming to U of T in 1955 as assistant director of physical plant.

His term as director, from 1956 to 1972, spanned the University's major expansion period. He worked with engineers, architects, and faculty members on such projects as the Robarts Library, McLennan Physical Labs, Ramsay Wright Zoological Labs, McLaughlin Planetarium, Medical Sciences Building, and Scarborough and Erindale Colleges. In all, he oversaw capital projects valued (at the time) at an estimated \$240 million.

"The Edward Johnson Building is probably my favourite," says Frank. "I always loved music but never knew what went on behind the scenes. Working on that project, I had to find out and I had excellent instructors like Boyd Neel and Herman Geiger-Torel. Dealing with such outstanding people makes life seem worthwhile."

From 1972 until his retirement, Frank has been chairman of the planning division of physical plant.

To mark his retirement, 125 members of the University community gathered at a reception Jan. 24 in the Faculty Club where Frank was a long-time member and had served on the board of directors. The reception was followed by a dinner with 18 of his closest colleagues.

Farewell gifts included a chainsaw, an

original wildlife watercolour by Paul Geraghty, a U of T silver tankard, a book entitled *Rural Ontario* (currently out of print and a collector's item), a sketch (by Professor Bill Friend) of the old and new zoology buildings, and two paperbacks, one on woodworking and the other called *Male Liberation*.

What will Frank Hastie do once his current restoration project is completed? Well, he's planning to become a university student again.

"I'm not after another degree, but I do want to take some horticultural courses at the University of Guelph. After all, it's only 10 miles from Fergus and I have two full lots to landscape."

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Research News

Reminder: MOH reviews

for use of human subjects
Applicants to the Ontario Ministry of Health are reminded that their applications, due April 1 at the ministry, must be accompanied by certification of approval of the use of human subjects.

Protocols should be at ORA now to allow adequate consideration by a review committee. Call 978-5585 for more information.

Psychologist Jerome Bruner to lecture

One of the most important figures in contemporary psychology will be on campus next week to inaugurate the Department of Psychology's Daniel Berlyne Lecture Series. Jerome Bruner, professor of psychology at Oxford University, will deliver the lecture "On acquiring the uses of language" on Monday, March 13 at 4 p.m. in the

auditorium of the Medical Sciences Building.

"It's a real coup for the University to have Professor Bruner lecture here, and especially fitting that he inaugurate the Berlyne lecture series," a department spokesman said.

How to get a home of your own on \$1,000 a year.

You know all the reasons why you'd like one. So you can paint and paper to make it look the way you want it. So you can enjoy a yard and garden, a family, a pet - maybe even a blossoming fruit-bearing crabapple tree.

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The deadline is March 1st.

To get in on the plan for 1977 tax savings, get your money in by the first of March. After that we'll help you save a little, gradually, until you reach your \$1,000 goal.

Save up to \$10,000 at a thousand a year or less. As soon as you've got what you need, you can draw it out, buy your home, and that'll be it.

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Governing Council elections guidelines

Ballots have been mailed to the eligible voters for this year's Governing Council election of new staff and student members.

Any eligible voter who has received an incorrect ballot, or no ballot because of an error in records may contact the Governing Council Secretariat at 978-6576 in order to obtain the correct ballot.

The following are excerpts regarding balloting from the *Election Guidelines 1978*, a document outlining the procedures used in this election. Copies of the complete document may be obtained from the Governing Council Secretariat, room 106, Simcoe Hall.

Balloting:

(i) Method

—ballots will be mailed to each voter at his sessional home address or his University address as recorded in the University's record systems;

—each ballot will be accompanied by a small secrecy envelope into which the marked ballot should be sealed;

—also provided will be a return-address envelope into which the small secrecy envelope should be sealed;

—voters will be required to provide, on the upper left-hand corner of the return envelope, information sufficient to allow verification of their ballot return;

—each ballot will also be accompanied by an information sheet containing candidates' statements, information on the correct method to return the ballot, information on eligibility to use that particular ballot, and a short description of the powers and duties of the Governing Council;

—persons who receive an incorrect ballot because of an error in records will be advised in the information sheets how to obtain the correct ballot;

—persons who receive no ballot because of an error in records will be advised, through advertisements in the campus media, how to obtain a ballot;

—all eligible voters are entitled to vote using one ballot;

—members of the teaching staff who hold a non-academic appointment will vote in the appropriate teaching staff constituency;

—full-time students who are employed by the University as teaching assistants, research assistants, temporary library help, or in any other way will vote in the appropriate student constituency;

—part-time students who are employees of the University may vote in the appropriate student constituency or in the administrative staff constituency, but not in both constituencies;

—in the case of two or more ballots being received from any one voter, both ballots being for a constituency in which the voter is entitled to vote, only the first ballot received by the Governing Council Secretariat will be considered valid.

(ii) Voting in multiple seat constituencies

A voter may vote for up to the number of seats vacant in his constituency.

(iii) Balloting by absent voters

It is suggested that voters who will be absent from their recorded address during the balloting period arrange to have their ballot forwarded to them. Thirteen days are allowed for return of ballots.

(iv) Returning ballots

Ballots may be returned through either Canada Post or University delivery or by hand to the Governing Council Secretariat, Simcoe Hall, room 106.

(v) Ballot mailing lists

A list will be available shortly prior to and during balloting for inspection by any person at the Governing Council Secretariat, Simcoe Hall from 9 a.m. to 4:45 p.m.

Further to the above regulations, completed ballots should be returned by Canada Post, campus mail or personal delivery to the Governing Council Secretariat, room 106, Simcoe Hall prior to 12 noon on March 16 to be valid.

Enquiries regarding the election may be directed to the Governing Council Secretariat at 978-6576.

Cost-saving budget

Continued from Page 1

University, but some of the more obvious casualties include the building patrol (night watchman service), which the Budget Committee recommends be eliminated, and Television Production Services (TPS). The latter's request for more than \$300,000 to replace obsolete equipment was not approved by the committee, leaving doubts as to whether the service will be continued. The committee recommended an administrative review re-assess the value of TPS maintaining its operations.

Mediator's Report

Planning & Resources also discussed the resource implications of recommendations in the mediator's report on salary negotiations between the administration and the faculty association.

Vice-President Eastman explained that the additional costs entailed in implementing all of the mediator's recommendations would be \$832,000 as

assuming similar benefits were awarded to academic and non-academic staff.

The committee also approved the \$231,000 first phase of the Faculty of Dentistry's renovation program, to begin this summer.

Sesquicentennial Long Service Honour Award winners

The list of Sesquicentennial Long Service Honour Award winners, printed in the Feb. 20 issue of the *Bulletin* was incomplete — by one name. Joseph Angus, who worked at the University from 1942-1972, first in the Connaught labs and then in the Personnel Department, was also an award recipient.

Race, sex, religion should not be criteria of employment says Dorothy Gillmeister, U of T's equal opportunity watchdog



Dorothy Gillmeister is U of T's first equal opportunity officer

"Sometimes I feel I need to be at least five people," says Dorothy Gillmeister, U of T's first, and only, equal opportunity officer.

Since assuming the position 10 months ago, she has worked on 28 projects to implement the objectives of the University's equal opportunity policy. She was hired to ensure that staff members are employed and treated during employment without regard to their race, colour, religion, sex, or national origin and to ensure that merit is the prime criterion of their employment. She wants the policy to be "followed not just in the letter, but in spirit".

To Gillmeister, equal opportunity means "bringing out an individual's potential which hasn't been recognized and encouraged".

Some members of the University, despite their potential, have a hard time taking advantage of University policies, and Gillmeister is developing programs to help those people. One problem she faces is a "weak information base", which she says is "endemic to all universities".

"It's hard to make a fast diagnosis of inequities because of the lack of statistical information." Without enough information, Gillmeister "constantly must decide how much energy to put into a program" she believes in, because statistically she doesn't always know if that program is justified. Of course, she adds, "You can do so much documentation that nothing gets done."

Away from work, the 34 year-old Gillmeister puts her energy into sailing, photography and song writing. Born in Montreal, she graduated from Bishop's University in 1964, and is completing an MA in adult education from the Ontario Institute for Studies in Education. Her thesis at OISE is *Women Returning to the Labour Force*, and part of her job is discovering where women stand in the U of T labour force.

Gillmeister has found that in the higher salary ranges, men are still predominant, while women dominate the lower ranges. "The picture is not rosy. Since 1974, it looks as if the number of female staff at the \$20,000 salary level and up has increased less than one percent."

"On the other hand, the number of job openings at the higher levels hasn't been great. It would be easier to see rapid change at an expanding institution ... but the University isn't doing massive hiring."

Non-academic women are not moving quickly up the ranks, but neither are men, Gillmeister says.

"If no one is moving up, to push only women is certainly discrimination."

Instead, she would like to see the creation of bridge, or training positions

'Something to be proud of'

The Transitional Year Program gets a new lease on life



Transitional Year Program co-ordinator Martin Hall with course co-ordinator Keren Brathwaite

As a child, Susan was used to hearing bitter and often brutal fights between her parents. Her father was a labourer but had difficulty keeping a job because of his heavy drinking.

To elude creditors, the family moved frequently. The six children were seldom in one school for a full academic year. None of them got past Grade 9. Eventually, Susan's father disappeared, leaving his wife to face poverty and parenthood on her own.

Susan tried to escape her bleak home life by marrying at 16. However, within three years, her husband had abandoned her and their two small children.

Fortunately, her welfare worker recognized that Susan was both intelligent and determined to improve her lot. The young mother dreamed of being a teacher in an elementary school where she could be near her own children and offer skills and understanding to others with disadvantaged backgrounds.

Being a teacher would mean having a university degree, though, and Susan hadn't even graduated from high school. She took a couple of night school courses and did quite well in them but was discouraged at the prospect of spending years trying to earn a diploma.

Then the social worker told her about the University's Transitional Year Program (TYP), a one-year full-time course of study designed to help people like Susan qualify for admission to university.

Susan applied, was interviewed and accepted. The TYP staff helped her find day care and get financial aid under the Ontario Student Assistance Program (OSAP). The staff also helped her find an affordable apartment near the campus. Now they keep in touch with her social worker so any problems that arise can be worked out promptly.

Susan's story is a fictionalized composite of the kinds of experiences many TYP students have come through. There are currently 19 men and 15 women enrolled in the program, ranging in age from 18 to 48. About half are black, two are native Canadians, and the others include white Canadians as well as immigrants from Portugal and Ecuador.

"These are bright people," says course co-ordinator Keren Brathwaite, "but their confidence is low. Because of circumstances, they see themselves as failures. They need a supportive atmosphere where people are sensitive and willing to invest time talking over problems."

Brathwaite came to Toronto from Antigua on a Commonwealth Scholarship in 1967. While working on a master's degree in education here, she became involved in a continuing education program for black students. The scheme passed through several phases until, in the fall of 1970, it surfaced at Innis

College as the first Transitional Year Program.

Six years later, the program was suspended after a controversial assessment by a three-member committee headed by Professor Harry Crowe of York University. The Crowe Report said the program was administratively out of control and suffering from Marxist influence, racial tensions, and incompetent teaching.

The program was revamped and reinstated last September on the basis of recommendations in a report by an eight-member task force led by Rev. John M. Kelly of St. Michael's College. Professor A. Martin Wall, a former member of the old TYP policy committee, was hired to co-ordinate the new program.

"At first I was reluctant to take the job," he says. "The program had been too much of a hotbed and there was still a residue of bad feelings. One of the main problems had been that the lines of authority were unclear."

"There were ambiguities about TYP's relationship to Innis College and the University as a whole. There were more ambiguities about relationships between the director and policy committee, tutors and instructors. The whole mess was complicated by personality conflicts, with all the inherent tensions and recriminations."

The program now has its own quarters, in the former Central Public Library on College Street.

There is no longer a policy committee. The co-ordinator is a full-time professor directly responsible to the provost. Policy decisions tend to evolve from TYP staff discussions.

The tutorial system has been intensified, with six tutors hired to work 20 hours a week instead of the previous 10. Students spend a minimum of two hours a week in group tutorials and at least another hour or two receiving individual coaching from their respective tutors.

Courses have been streamlined to stress development of such specific skills as how to take lecture notes, summarize a textbook, and write a term paper. Three of the courses have been devised by TYP staff and are taught internally. The fourth is a first-year University option selected by the student.

Brathwaite is responsible for the English literature and composition classes. Wall, who is cross-appointed to the psychology department, teaches part of the "introduction to science" course. Other parts of that course are taught by faculty members from the departments of physics, zoology, and sociology.

"Scientific technicalities are limited," says Wall. "Our purpose is really just to show how the scientific approach differs from other disciplines."

This year's course began with a physicist's analysis of light, followed by a zoologist's theories on evolution. It will conclude with a look at the behavioural sciences.

"That sounds excellent on paper," says Wall, "but pedagogically it could be a flop."

"In some ways these students are very sophisticated...I guess you could say they're street-wise. They question things, but in a very concrete way. It's difficult for them to deal with abstract concepts and remote academic notions."

"At the beginning, there was just too big a gap between their experience and the kind of ideas being discussed. Next year, we'll do it differently, perhaps starting with the social sciences which are closer to their interests."

A few flaws are understandable, especially since the revised Transitional Year Program is still less than a year old.

"We started from scratch last April," explains Wall. "In fact, we didn't even have a physical space when Keren and I were setting up the admissions com-

mittee, planning the curriculum, and hiring staff (an administrative assistant, a secretary, and the six tutors)."

Besides Wall, the admissions committee included a professor of English, a native Canadian, a representative from the University admissions office, a community liaison officer with the Scarborough Board of Education, and a graduate of the first Transitional Year Program.

"The number of students admitted this year was limited because we didn't have time to advertise as widely as we would have liked," says Wall. "Next year, we hope to bring the enrolment up to 50."

This year's budget was set by the provost's office at about \$150,000. That covers the cost of establishing the operations base, paying salaries, and providing bursaries.

"It's too soon to assess our long-term effectiveness," Wall says, "but I'm pleased with our progress so far. Conflicts and backbiting are a thing of the past. We work as a team and morale is excellent."

"I think the University has something to be proud of here."

The bureaucratic way of doing things

"When I was a personnel officer, I got to know the University in relation to the staff. I wanted to work with the Transitional Year Program so I could get to know the University in relation to the students," says TYP administrative assistant Wendy Chin.

She's first to admit, though, that those enrolled in the TYP are hardly typical university students.

"They've gone through a lot in life, much of it unpleasant," says Chin. "Each case is unique but they're all committed to making something of their lives. Nobody pushed them into coming here and usually it's been a big undertaking. They've had to give up jobs and borrow money. For them, there's no fooling around."

Chin's job is cyclical, beginning in late winter with a publicity campaign aimed at recruiting students for the coming academic year.

Once the word goes out, preliminary enquiries start coming in and Wendy Chin is there to answer them. Interviews are arranged to discuss individual needs and if the TYP seems to be the answer, she refers the prospective student to the admissions committee.

"The next step is to help successful candidates with funding, usually through the Ontario Student Assistance Program. TYP wouldn't be realistic if some form of financial assistance weren't available."

With September comes registration and the task of easing students, as gently as possible, into "the bureaucratic way of doing things".

"I call the undergraduate secretary in each department and ask her to see that the student receives any special help he or she might need."

Throughout the year, Chin has to deal with a variety of issues, ranging from one student's unsuitable housing to another's emotional problems.

"I offer non-academic counselling within the limits of my abilities," she says, "but sometimes I end up suggesting they talk to someone with more experience."

One undertaking Chin will be facing before long is a research project on graduates of the previous Transitional Year Program. She and program co-ordinator Martin Wall hope her findings might indicate what factors can be used to predict the success of future students.

Making themselves obsolete

"Some teachers try to protect their status by making the process of acquiring knowledge as remote and mysterious as possible," says Guy Allen, 30, a tutor in the University's Transitional Year Program.

"Here, the goal is to make ourselves obsolete as soon as possible. We want to give each student tools, not just impart information. We want them to be able to challenge us intelligently...not just accept everything we say as 'true knowledge'."

Professional distance barely exists between TYP instructors and their students. Everyone uses first names.

"If I'm not learning in a teaching situation," says Guy, "I know the students aren't either."

"These people have a lot to teach me. They're all looking to make a major change in their lives. For them, university isn't just the next rung on the ladder."

Guy's own past has a lot to do with his

commitment both to the TYP and to the adult education courses he teaches at Woodsworth College.

A poor student in high school, he was frequently in trouble with the police. He left home at 15, supporting himself by working as a dishwasher and servant, among other low-paying occupations.

At 18, he went to Cornell College in Iowa. Still holding down part-time jobs, he managed to win a Woodrow Wilson Scholarship, which took him to the University of Chicago for work on a master's degree in English.

Then came his draft notice, and a hasty retreat to Toronto.

Now, the single father of two sons, he is putting the finishing touches on his PhD thesis and bills himself as a specialist in adult education.

"These people are the test of whether

Continued on Page 5

a person is a teacher or not," says Guy. "They don't know what not to question. "From an academic standpoint, we're dealing with a high-risk group. The staff is pretty impressive, though. The tutors are paid to work 20 hours a week but most put in many more because they feel real concern."

From a C- to B+



"Working in a bank helped me see social injustices and inequalities," says Ian Daniel, 22, a student in the University's Transitional Year Program.

"The way society is set up, people at the poverty line are pretty well doomed to stay there. I can't change that single-handed but I'd like to do my bit."

A high school dropout, Ian came to Toronto from Trinidad four and a half years ago. The only employment he could find was as a messenger in a bank.

"It was a menial job but I had to feed myself. I knew I didn't intend to stay there."

He plans to earn a bachelor's degree in political science, then go into law. To prepare himself for TYP, he took a night course in English last year at Burnhamthorpe Collegiate. His average was 66 percent.

"When I came here in September, I needed to improve my writing skills and learn how to take notes."

Guy Allen says he's made "a tremendous number of friends" among mature students he's taught in the past.

"We don't lose track of each other. These people stay a part of my life."

No spoon-feeding, please

Kelly Hall has lost track of the number of foster homes she's lived in but her guess is 10.

Now 18 and a crown ward of the Children's Aid Society, she is enrolled in TYP.

Kelly dropped out of school in Grade 9 when she was 15.

"I was lucky enough to find a job with a car dealership willing to train me to do accounts payable. Once I learned the ropes, it became boring and routine but I realized I couldn't do any better without more education."

After supporting herself for two years, she also realized she was far too independent to fit into a highly regimented school system. She took secondary school night courses in anthropology and biology, then called around to various colleges to see if she could be admitted as a mature student. That's when she heard about the Transitional Year Program.

"The staff here really cares and I think calling them by their first names makes for a friendly, relaxed atmosphere."

"At the beginning, I thought the instructors were spoon-feeding us and I pushed that away. Still, I'm an exception here because I haven't been away from the classroom very long." (One TYP student has been out of school 25 years, though the average is four).

The cultural mix in the TYP is as educational as the academic courses, says Kelly.

"I'd never been exposed to a lot

of black people before and it took me a while to get used to it. A lot of the literature we study here is black so that helped me understand the different lifestyles and attitudes.

The Children's Aid Society pays Kelly's \$614 TYP tuition fee plus approximately \$70 for books and a monthly allowance for living expenses. When she has a summer job she will have to support herself again and hopes to save half her earnings. The CAS will continue to pay for her schooling until she is 21.

Distinguished lecturers

Members of the University community will have an opportunity next week to hear two members of parliament speak. Each of the honourable gentlemen will address aspects of the same topic of national concern.

The Rt. Hon. Jean Chrétien will give a lecture entitled *Canada and Quebec* on Monday, March 13, at 7.30 p.m. in the auditorium of the Medical Sciences Building.

The Rt. Hon. John Diefenbaker will speak on *Canadian Unity* on Tuesday, March 14, at 8 p.m. in the Meeting Place of Scarborough College.

Worldwide disaster

to occur within 50 years unless we change our ways, say environmental scientists

The greatest catastrophe in the history of the world will occur within the next 50 years, some of the world's leading environmental scientists predict. Their apocalyptic message was delivered at the Second International Conference on the Environmental Future held in Reykjavik late last year.

One hundred and thirty environmental scientists, including Professors Kenneth Hare and Philip Jones of the University's Institute for Environmental Studies, took part in the conference. They warned that the catastrophe might take the form of world-wide famine or war, but they did offer some hope that our headlong plunge into destruction is not irrevocable. "...there is also the possibility that such a catastrophe can be averted if the right decisions about the environmental future are taken... (and) these decisions may well be the most important of all time," asserts *The Reykjavik Imperative on the Environment and Future of Mankind*, the statement issued at the conclusion of the conference.

The imperative calls for a new approach to economic growth which emphasizes quality, not quantity; a new approach to developing energy from renewable resources such as sunlight (and away from a dependency on non-renewable sources such as oil, coal, natural gas and nuclear fuels), and a new approach to nature that doesn't sacrifice the environment to short-sighted exploitation and inappropriate technology.

In effect, the scientists are telling the nations of the world that unless their reckless attitude towards the earth's resources and environment is put in check, the well-being of future generations is in peril.

The imperative outlines certain actions peoples and governments must take "to avert the disaster that looms ahead." They include:

- planting trees or other appropriate vegetation to cover soils, either to regenerate or to recreate damaged ecosystems
- defining the laws of the sea to ensure that oceans do not become the cesspools of the world
- promoting family planning in which women should take the lead in explaining to other women what can be gained from its practice, and
- enacting stricter pollution legislation to reduce the danger of environmental degradation.

In addition, politicians must listen to scientists and adopt an integrated approach essential to solving so many environmental problems, says the imperative. But Prof. Jones is not optimistic that world governments will take the Reykjavik warning seriously.

"There is a basic conflict between dedicated visionaries and politicians. Politicians are not mapping out a brave new world — their objective is political survival and their view of the future extends at the most to the next five years. Talk about 50 years down the road, and you've lost them."

If Jones has little hope that government leadership will thwart the impending ecodisaster, he has even less faith that the public will voluntarily reduce consumption in order not to exhaust world resources.

"Our evolutionary process has conditioned us to expect more of everything — more leisure time, more physical goods, and longer life." Mankind responds only to abrupt changes, says Jones, and won't react until disaster actually strikes.

He predicts that, rather than one major crisis, such as world-wide famine, there will be a series of natural disasters.

"We've already felt the impact of two — mercury poisoning and the fuel

crisis. Although gas prices have more than doubled in the past two years, the marketplace hasn't reduced public consumption. People have more disposable income than ever, and are willing to pay high prices."

Jones experienced the energy crisis first-hand, when he and his family were living in Copenhagen. It was winter and their tiny allotment of fuel was cut back because of the shortage. He remembers watching his daughter eat her breakfast in a ski jacket and mitts.

Although not in complete accord with the wording of the Reykjavik statement, Prof. Hare agrees with the intent.

"The challenge is real enough, although the language (of the guidelines for action) is timid." He says the guidelines had to be soft in order to get a consensus of all the delegates, many of whom were from Third World countries that view restrictions on growth as crippling to the underdeveloped world.

He says the Reykjavik imperative will probably not have much direct impact on legislation, but "will perhaps eventually produce an atmosphere favourable for such legislation."

"The public must accept the inevitability of a change in their lifestyle, and you aren't going to get the right legislation until a high proportion of the population recognizes the need for change."

"The issue of pollution control went world-wide in five years, and kids today are realizing that our resources are not infinite."

Davies and Eichner honoured

At a ceremony on Feb. 9, Professor Robertson Davies, master of Massey College, and Professor Hans Eichner, chairman of the Department of German, were made Honorary Professors of The University of Calgary.

The occasion was the official inauguration of the university's Faculty of Humanities.

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PhD Orals

Since it is sometimes necessary to change the date or time of an oral examination, please confirm the information given in these listings with the Ph.D oral office, telephone 978-5258.

Monday, March 20

Michael L. Brodie, Department of Computer Science, "Specification and Verification of Data Base Semantic Integrity." Thesis supervisor: Prof. D. Tsichritzis. Room 309, 63 St. George St., 9.30 a.m.

Thursday, March 23

Charles Markin, Department of Chemical Engineering, "The Performance of Blends of Incompatible Polymers as Demonstrated by Polypropylene and Acrylonitrile-Butadiene-Styrene Copolymer." Thesis supervisor: Prof. H.L. Williams. Room 309, 63 St. George St., 10 a.m.

Monday, March 27

Jean Robert Goguen, Department of Electrical Engineering, "On the Automatic Generation of Code Emitters From Machine Descriptions." Thesis supervisor: Prof. P.I.P. Boulton. Room 309, 63 St. George St., 2 p.m.

Tuesday, March 28

Stephen J. Molnar, Department of Medical Biophysics, "Studies of a Leucyl-tRNA Synthetase Mutant of Chinese Hamster Ovary Cells." Thesis supervisor: Prof. A.M. Rauth. Room 309, 63 St. George St., 10 a.m.

Lennard P. Niles, Department of Physiology, "The Role of the Pineal Gland, Melatonin and Brain Monoamines in Endocrine Regulation." Thesis supervisor: Prof. G. Brown. Room 309, 63 St. George St., 2 p.m.

Petition abhors Soviet repression

Academic staff members will shortly be receiving through the University mails individual copies of a petition, signed by 20 deans, principals, and University Professors, to the effect that "repression of freedom of thought and incitement to racial hatred are now carried on to a dangerous extent by the Government of the Soviet Union . . ."

Accompanying the petition is a form that, when signed, authorizes "Dean J.M. Ham, the Reverend J.M. Kelly,

and Professor Louis Siminovitch, or their delegate, to press upon the Prime Minister our request that the Canadian Government should take urgent and effective action to persuade the Soviet authorities, at the very least, to permit unhampered emigration for all those who have committed no crime but foresee in the Soviet Union a life of intolerable discrimination."

Events

(Continued from Page 8)

Interpretation of Horace's Odes: Work in Progress, seminar.

Prof. K.F. Quinn, Department of Classics. 144 University College. 3.10 p.m.

A Russian Festival.

Program of Russian folk dancing and singing. Auditorium, Bickford Park High School, 777 Bloor St. W. (at Christie)

8 p.m. Tickets \$2, senior citizens \$1.50, children \$1. (Russian & East European Studies and Russian Cultural Circle)

Evening Dance Program.

Performances of contemporary, jazz, tap and folk dances; Irish and Ukrainian dancers. Benson Building. 8.30 p.m. Admission \$1. (Note: Water ballet, synchronized swimming, 7.45 p.m.)

Saturday, March 11

Science, Technology and Modern Mythology, illustrated lecture, last in spring series.

Prof. James E. Guillet, Department of Chemistry. Convocation Hall. 8.15 p.m. (Royal Canadian Institute)

Such stuff as dreams are made on, seminar.

Keynote speaker: Rev. Dr. Daniel M.

Young, Jung Institute, New York. Work-

shops will follow address.

Trinity College. 9 a.m. to 4 p.m.

Tickets (include lunch) \$10, students

\$5. Information 978-2651.

Sunday, March 12

The Canada-France-Hawaii Telescope, sixth talk in series *Frontiers of Space*. Prof. Donald A. MacRae, Department of Astronomy. Lecture theatre B, Ontario Science Centre. 3 p.m.

Faculty of Music Jazz Ensemble, concert. Directed by Phil Nimmons and David Elliott. Walter Hall, Edward Johnson Building. 3 p.m. (SAC)

Hart House Chorus, concert.

Directed by Prof. Denise Narcisse-Mair. Program includes works by Holst and Bruckner. Great Hall, Hart House.

8 p.m.

Monday, March 13

Beyond the Visible World: Wordsworth's Poetry of Vision, lecture.

Dean R.A. Foakes, University of Kent, Canterbury. Upper Library, Massey College. 4 p.m. (English and SGS)

Canada and Quebec, 1978 Duncan and John Gray Memorial Lecture.

The Rt. Hon. Jean Chrétien, Minister of Finance. Auditorium, Medical Sciences Building. 7.30 p.m. (History)

National Park Planning in Brazil, lecture.

Suzanne Barrett, visiting lecturer, Department of Landscape Architecture. 103 Architecture Building, 230 College St. 8 p.m. (Landscape Architecture)

Melville Cook, second of three Spring Organ Recitals.

Works of Bach and Widor. Convocation Hall. 5.05 p.m. Admission \$1 at door.

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Forum

Good sense disregarded

Some of us did not share the euphoria with which many of our colleagues greeted the signing last year of the voluntary collective bargaining agreement between the faculty association and the University. For some of us the prospect never seemed bright that the University administration would give up voluntarily its unilateral and authoritarian habits in decision-making, agreement or no agreement. Yet even for the most sceptical of us, of whom I must be one, there is no satisfaction in reading the University administration's statement of its position in the Feb. 28 special edition of the *Bulletin*. Considering the enormous investment of good sense and goodwill that went into the construction of the voluntary agreement, and considering the overwhelming faculty mandate it received, it is really sad to see it so callously disregarded in the statement of the University administration — a statement remarkable for brutal insensitivity and witless arrogance.

There is no recognition whatever in this statement of the risks the faculty association accepted in good faith in submitting its case to the judgment of a mutually agreeable mediator. The bitter reality of these risks is, of course, obliquely conceded in the administration's statement itself when it observes "the substantial consistency of the mediator's recommendations with the administration's proposals". Yet there is not so much as a hint in this statement that it would be a serious matter to recommend to the Governing Council the rejection of a set of mediator's recommendations which, for the most part, reflect the administration's own proposals. Instead the statement oddly

and blandly, in a manner that would be silly if it were not so mindless, seems to reverse the roles of the mediator and the administration, so that the administrators become the final arbiters, gently but firmly correcting the occasional mild excesses of the mediator.

So here we still are: the faculty of a great University, powerless in the governing structure of the University, powerless in dealing with a set of administrators who are themselves powerless to influence the public authorities who support the University. Indeed, the latter point is crucial. For the mediator's recommendations, which the administration seems so foolishly bent on rejecting, are bad recommendations in respect to faculty salary and benefits. They are bad because the mediator felt powerless to overstep the narrow bounds of the prospective grant from the provincial government. And this is a state of things which no change of administration or of administrative attitude is likely to alter. It seems to me, therefore, that our best course of action, with all its difficulties, may well be to seek certification for a faculty bargaining unit under the Labour Relations Act. If we do this, it seems certain that the remaining non-certified faculty associations in Ontario will promptly follow us. We might then be able to devise machinery for negotiating salary and benefits directly with the provincial government, and we could compel real negotiation with the University administration on other issues.

W.H. Nelson
Department of History

An improper proposal

It has recently been reported that an arbitrator has recommended acceptance of a faculty association proposal that the dependents of faculty members should be given free tuition in this University. I hope it will not be assumed that all faculty support this proposal, for it is regarded by many as misguided and improper. If the faculty association does not drop the proposal, the Governing Council should reject it. If it is accepted within the University,

members of the Ontario legislature in the new session can hardly fail in their duty of raising questions about this proposed use of a public institution for private advantage, in contradiction at once of the most fundamental democratic and academic principles. The only proper criteria for granting free tuition are academic merit and financial need.

Allan Pritchard
Department of English

Down with the Greed Syndrome!

Congratulations to Professor Anderson for having the courage to swim upstream. His suggestion that the faculty should take a pay cut will, of course, sound outrageous to many of his colleagues. So much of their time is spent worrying about the fact that we, the appointed, make less than other groups. It never occurs to them, it seems, to consider the fortunes they already enjoy. Somewhere in my past I thought I learned that the university is the seat of idealism. How naive I must have been! But I really thought that academics tended to be more concerned than most about their fellow man, with more respect for the quality of man's relationships rather than the

quantity of their own individual rewards. Virtually every week I receive calls and visits from people without a job — usually university graduates — looking for any type of employment. At the same time, most departments throughout the University are experiencing staff reductions. In the face of these conditions, how can anyone with any conscience, who is lucky enough to have a job, demand even more? Obviously academics are just as susceptible to the Greed Syndrome as is "the common man".

Frances Doane
Department of Microbiology
and Parasitology

Swimmers save man's life

I would like to express my thanks and deep appreciation for the life-saving help given me by members of the University's swim team on Jan. 1 in the Virgin Islands. As directed by coach Robin Campbell, John Lyle, Murray Smith, and Michael Hibbard swam from shore to my rescue from a seaward rip tide.

The swimmers not only performed a successful rescue with skill and good judgement, but made efforts to warn others on the beach of the danger, and soon after performed a second rescue of three other swimmers. In every respect, they earned the respect of all present for themselves as well as demonstrating the results of their training as a team.

Coach Campbell made special efforts to emphasize the dangerous beach conditions to the local resort management and the press, with the result that a front page article in the St. Croix USVI daily newspaper detailed the rescue efforts and warnings of the University's swim team which should help prevent future possible tragedy.

The President's office and the University's athletic department deserve compliments and recognition for their policy of swim team visits and participation as exemplified by this Virgin Islands trip. Swim teams and similar athletic groups whose members display individual skill, character and confidence from personal rigorous training, with co-operative support and teamwork certainly provide fine examples and credit to the University.

With best wishes for success of future activities of the University swim team, and most sincere thanks for the assistance that I received from its coach and members.

William D. O'Brien
President
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Saint Paul, Minnesota

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Books

Literary journal Toronto-based

A former nurse, now teaching English at Woodsworth College, has been instrumental in bringing the semi-annual literary journal, *Four Decades of Poetry: 1890-1930*, to its new home in Toronto.

A few years ago Esther Safer Fisher's doctoral research as a graduate student in the English Department took her to a town in the north of England to meet the executor of Lascelles Abercrombie's papers. Fisher was so impressed by the bibliographical work of executor Jeffrey Cooper, a librarian, that she encouraged him to publish it, suggesting that he could even start his own journal. She left England to return to Toronto, but before long had accepted Cooper's offer of the post of North American editor of the trans-Atlantic journal *Four Decades*.

After two years, Cooper gave up publishing the journal. Rather than let the successful enterprise die, Esther Fisher nursed it back to health, taking over the editorship and publishing the journal in Toronto, with the assistance of the Department of English. While Jeffrey Cooper acts as associate editor, there is also an Editorial Advisory Board of professors from England, U.S.A. and Canada. The U of T professors involved are Eric Domville (New College), William Keith (University College), and Michael Sidnell (Trinity College).

A journal devoted to only 40 years of poetry may at first seem narrow in its interest or appeal, but the articles and reviews reflect the incredible variety and power of the poetry of the time. Of course, the major authors — Thomas Hardy, W.B. Yeats, D.H. Lawrence, and the

Americans Pound, Eliot, Frost, Crane, Williams and Stevens — figure prominently in these sizeable pages, but one of the attractions of reading *Four Decades* is coming across articles on less well known poets such as Samuel Greenberg and Edward Thomas.

While the aesthetes, the war poets, the Georgians, the Edwardians and Imagists are all dealt with, a notable lack is in the field of Canadian poetry of the period. There is a bibliography of the works of the "Canadian" Robert Service, but aside from that, nothing on Archibald Lampman, Duncan Campbell Scott, Marjorie Pickthal, or E.J. Pratt. This is probably due less to editorial design than to a regrettable tendency amongst "CanLit" specialists to publish in journals devoted exclusively to Canadian literature.

The January 1978 issue of *Four Decades* is a "Special American Issue". In the future, now that the journal is based in Canada, it would be nice to see, if not a "Special Canadian Issue", articles on Canadian poetry.

As well as articles of original research, Esther Fisher welcomes previously unpublished articles by literary figures of the period, articles which were published in journals which are now scarce, and bibliographies. Submissions and subscription orders (in Canada, \$5 personal, \$7 institutional, per year) may be sent to *Four Decades*, c/o Department of English, University of Toronto, or 231 Lonsdale Drive, Toronto, M5P 2Y9.

David C. Nimmo
Scarborough College

Events

Monday, March 6

The Definition of Woman in the Jewish Legal Tradition, lecture.
Tirza Meacham, Hebrew University. Smoking Room, Women's Union, 79 St. George St. 4 to 6 p.m. (Women's Studies, New College and Religious Studies)

WMRT — Process and Form, lecture. Jonathan Sutton, Wallace-McHarg-Roberts-Todd, Philadelphia. 103 Architecture Building, 230 College St. 8 p.m. (Landscape Architecture)

Les Juifs en France sous l'Occupation Allemande, seminar in series, *The Jews in France: From the Holocaust to the Present*.

Judge Wladimir Rabi, Briançon, France. Seminar in French with discussion in French and English. Croft Chapter House. 4 p.m. (Schwartz Lectures and French)

Tuesday, March 7

The Disposal of Nuclear Wastes, lecture. Prof. Kenneth Hare, Institute for Environmental Studies. 2080 South Building, Erindale College. 9 a.m. (Geography Erindale)

Space Utilization in Educational Facilities: New Approaches, illustrated lecture, *Higher Education Colloquium Series*.

K.H. Craig Dubbeldam and Norman Hay McMurrich, architects and environmental consultants. N-403 OISE, 252 Bloor St. W. 4 p.m.

Para un Nuevo Comentario del Quijote, lecture. Prof. Francesco Meregalli, University of Venice. 2110 Sidney Smith Hall. 4.10 p.m. (Hispanic Studies and SGS)

Chemical Cycles, seminar. Prof. Fred MacKenzie, Northwestern University. 202 Mining Building. 3 p.m. (Geology) (Please note time)

Exterior Marks of Interior Faith: The Historical Evolution of the Sikh Community, seminar. Prof. W.H. McLeod, Otago University, New Zealand. 14-352 Robarts Library. 4 p.m. (Religious Studies)

The Sikh Community Today: Migration and Other Issues, forum. Prof. W.H. McLeod, Otago University. Croft Chapter House. 8 p.m. (Religious Studies)

Charles Peaker, first of three *Spring Organ Recitals*. Works of Mendelssohn. Convocation Hall. 5.05 p.m. Admission \$1 at door.

Don Giovanni by Mozart. Produced by Opera Department, conducted by James Craig, directed by Leonard Treash, designed by Maxine Graham. MacMillan Theatre, Edward Johnson Building. March 6 and 7 at 8 p.m. Tickets \$4, students and senior citizens \$2.50. Reservations 978-3744.

Wednesday, March 8 (continued)

19th Century Photography: The major techniques and fashions and their relation to current photography, meeting Camera Club.

Brian Musselwhite, guest lecturer. Camera Club Room, Hart House. 12 noon.

Rob Carroll Quartet, Wednesday afternoon pop-jazz concert. East Common Room, Hart House. 12 noon.

Guitar Duo, noon hour concert. Brian Katz and Barton Wigg. Concert Hall, Royal Conservatory of Music. 12.15 p.m. Information 978-3771.

Galia Shakad, piano, *Music Wednesday Night*. Music Room, Hart House. 8.30 p.m.

CIL Collection, exhibition. Includes works by Alex Colville, Ken Danby, Harold Town, William Kurelek, Christopher Pratt, Jean-Paul Riopelle. Art Gallery, Erindale College, to March 27. Gallery hours: Monday-Friday, 9 a.m. to 9 p.m.; Saturday and Sunday, 2 to 5 p.m.

Thursday, March 9



Elementary Properties of Sheaf Constructions, Erindale logic colloquium. Prof. Stanley Burris, Waterloo University. 2080 South Building, Erindale College. 4 p.m.

Surface Plate Flatness Definition, seminar. Prof. Alain Cardou, Laval University. 254 Mechanical Building. 3.10 p.m. (Mechanical Engineering)

Current issues of contemporary literary theory, 11th of a series of 14 special seminars.

Prof. Fredric Jameson, Yale University. Croft Chapter House. 4 p.m. Information 978-6363. (Comparative Literature)

Coal Combustion Emissions in a Regional Perspective, seminar. Prof. Orie Loucks, University of Wisconsin. 119 Wallberg Building. 4 p.m. (IES and Environmental Engineering)

From Melanippe to Diotima: The Wise Woman in Ancient Greek Society, seminar. Prof. Helen North, Swarthmore College. H-12 University College. 4.15 p.m. (Classics)

Are Arctic plants the sinks for nuclear fallout?, biology seminar. Profs. Josef Svoboda, Department of Botany, and H.W. Taylor, Department of Physics. 2082 South Building, Erindale College. 5.15 p.m.

Reproductive Biology Rounds, inaugural meeting, first of series. For obstetricians & gynaecologists, urologists, basic scientists, interested general physicians. Auditorium, 18 floor, Mount Sinai Hospital. 7 p.m. (Obstetrics & Gynaecology)

The Trend of Chinese Art, seventh in series of ten public talks, in Cantonese. Lee Chi-chong. Lecture Theatre, Faculty of Library Science, 140 St. George St. 7.30 p.m. (East Asian Studies)

Compositions by Student Composers, recital, *Thursday Afternoon Series*. Walter Hall, Edward Johnson Building. 2.10 p.m.

Robert Everett Green, oboe, *Music Thursday Night*. Music Room, Hart House. 8.30 p.m.

Friday, March 10

Neo-Marxism of the Frankfurt School: Dialectic of the Enlightenment, last of three lectures on this topic in weekly series, *Marxism and Neo-Marxism*.

Prof. Johan Vanderhoeven, Free University of Amsterdam. Discussion will follow lecture. Institute for Christian Studies, 229 College St. 9.30 a.m. to 12 noon.

Exchange Traded Stock Options — History, first in seven lectures in *Lunch & Learn Club Series IV, Investment Finance*.

Huntly W.F. McKay, Trans Canada Options Inc., Toronto. Innis College Town Hall. 12.15 p.m. Registration fee \$15 for four series of lectures. Information 978-2400.

The Management of Health Care in Canada, seminar. Jacques Krasny, McKinsey & Co. Inc. 4171 Medical Sciences Building. 3 to 4.30 p.m. (Community Health)

Continued on Page 6

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